

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MULTICARE HEALTH SYSTEM D/B/A INDIGO
URGENT CARE

Employer

and

Case 19-RC-221006

UNION OF AMERICAN PHYSICIANS AND
DENTISTS AFFILIATED WITH THE AMERICAN
FEDERATION OF STATE COUNTY AND
MUNICIPALS EMPLOYEES, LOCAL 206 AFL-CIO
Petitioner

ORDER

The Employer's Requests for Review of the Regional Director's Decision and Direction of Election and his Supplemental Decision and Certification of Representative are denied, as they raise no substantial issues warranting review.¹

JOHN F. RING,	CHAIRMAN
LAUREN McFERRAN,	MEMBER
WILLIAM J. EMANUEL,	MEMBER

Dated, Washington, D.C., January 18, 2019

¹ In denying review of the Regional Director's Decision and Direction of Election, we emphasize the fact, relied on by the Regional Director, that the Indigo unit tracks the Employer's administrative grouping of clinics, an element that the Employer does not contest. Compare *Exemplar*, 363 NLRB No. 157, slip op at 4 (2016) (citing cases involving units that track the Employer's departmental or administrative lines) with *Alamo Rent-A-Car*, 330 NLRB 897, 898 (2000) (proposed unit was inappropriate when, among other factors, it did not conform to any administrative function or grouping of the Employer's operations).

We do not, however, rely on the Regional Director's discussion of *PCC Structural, Inc.*, 365 NLRB No. 160 (2017), as he correctly determined that the unit was appropriate under the Board's traditional multi-facility community of interest analysis. See *Laboratory Corp. of America Holdings*, 341 NLRB 1079, 1082 (2004). In addition, we do not rely on his statement that the Board considers functional integration and interchange to be "more important" factors in assessing the propriety of a petitioned-for unit.